



Recruiters and managers answer questions at the inaugural INL intern fair, which focused on helping INL interns secure permanent positions at the lab.

## INL intern career fair focuses on retention

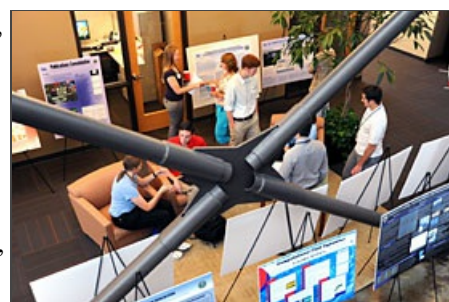
by [Ryan Weeks](#), INL Communications & Public Affairs

As Idaho National Laboratory interns return to high school and college campuses across the nation, INL recruiters hope fond summer memories mingle with the back-to-school supplies. Before bidding the interns farewell, INL put them at the center of its inaugural intern career fair, which brought interns and hiring directors together to explore the possibilities of long-term careers at the lab.

"What a shame it would be if — after recruiting and mentoring these bright scientists and engineers of the future — we weren't able to bring them back to the INL for careers," said Melinda Hamilton, INL Education Programs director.

This year, INL hosted 244 summer interns representing universities from across the nation and even a few from foreign countries. Before the interns left, they had an opportunity to meet with INL hiring directors, hand out resumes and field job offers at the intern career fair.

INL is ramping up intern recruiting in fields critical to the lab's mission and the energy work force as a whole. Internships at INL gave students hands-on experience that helps prepare them for careers in these rapidly growing fields.



*Interns showcase their summer research and education experiences during the poster session.*



*Hamilton addresses interns during the scholarship award presentations.*

At the fair, interns were able to learn about available positions at INL, and managers had the chance to recruit on the spot. Human Resources representatives answered questions about applying, benefits and working at the lab in general.

"I think it was a huge success," said Domini Clark, INL's senior recruiter for Talent Acquisition. Clark was impressed by the many interns from other research areas who expressed interest in INL's National and Homeland Security Directorate. "Because of the variety of different programs available, INL has the ability to provide interns with a well-rounded experience," said Clark.

Scholarships worth more than \$10,000 also were awarded during the fair. INL's [Center for Advanced Energy Studies](#), INL Talent Acquisition and INL Education Programs awarded scholarships to nine interns to be used for tuition, books and fees.

"I could never put a value on how much I've learned," said scholarship recipient Erin Gantz, from [Carnegie Mellon University](#).

Following the scholarship award announcements, INL Director John Grossenbacher spoke to the interns and thanked them for the good work they had done.

Interns not looking for immediate employment also benefited from the event. [Idaho State University](#) and the [University of Idaho](#) had booths at the fair to discuss options for interns furthering their educations.

Allison Saunders, a [Brigham Young University-Idaho](#) sophomore, was simply grateful for some résumé help. Several INL recruiters and managers gave her résumé tips and critiques.

A poster session immediately following the career fair let interns showcase their summer research and education experiences for INL managers, employees, friends and family.



*Interns meet with INL hiring directors and managers.*

Hamilton credits the success of the fair to a great collaborative effort between Human Resources



***John Grossenbacher, INL lab director, addresses students in the CAES gallery at INL's inaugural Intern Career Fair.***

and Education Programs staff, who have come to realize the importance of these internships.

"Interns are a vital part of the pipeline of our energy workforce" said Hamilton.

To learn more about INL internships and career opportunities, visit the [INL facebook site](#).

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